

COMMISSION FOR TEACHER PREPARATION AND LICENSING

020 O STREET
SACRAMENTO 95814

May 16, 1979

78-7959

TO: County and District Superintendents of Schools

From: Peter L. LoPresti, Executive Secretary *PL*

SUBJECT: Assignment and Reassignment of Teachers

In order for the Commission for Teacher Preparation and Licensing to continue their efforts to try to help districts have more flexibility in assigning teachers, we are conducting a study hoping it will provide us with insight for corrective legislation or changes in regulations if the problems so warrant it.

The Commission recognizes that counties and districts are having difficulties in assigning teachers within the authorizations conferred by their credentials and that some of these problems have been stemming from declining enrollment. The Commission is also aware that strained finances have caused school districts to reorganize which also may cause reassignments and that these reassignments may be cause for grievances by teachers.

Some administrators state that authorizations of single subject credentials are too restrictive. They say that because of credential requirements they have no alternatives but to assign teachers who are not as qualified to existing jobs.

We would appreciate receiving your view on this important matter along with some specific examples of cases in which the teaching credential or certificate does not match the requirements of the teaching assignment and district needs. We have enclosed a questionnaire for your convenience and hope you will take the time to complete and return it. I want to assure you that all such information will be kept in strict confidence and that no data reference will be made to individuals or individual school districts.

Because of vacation schedules, we are hoping to have all data returned before the end of school so if action is needed, it can be taken this summer. Therefore, we would appreciate your returning this to us as soon as possible.

Your interest and support of Commission activities is always appreciated. If you have any questions, please call Mrs. Marjorie Brodt at (916) 322-2304. She is the one on our staff responsible for this study.

QUESTIONNAIRE
FOR..
COUNTY AND DISTRICT SUPERINTENDENTS OF SCHOOLS
ON
ASSIGNMENT AND REASSIGNMENT OF TEACHERS

Please cite specific examples of cases where circumstances have resulted either in teaching assignments where the credentials do not match the requirements of the position or assignment, or in a situation where the teacher best qualified (or most qualified) for a particular assignment was prevented from taking that assignment because of credential requirements or authorizations.

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Your responses to the following questions would also be appreciated.

1. Education Code Sections 13145 and 13148 provide specifically that all subjects taught in California public schools shall be subsumed as directed by the Commission within a specific list of single subject categories, and further provide that the adequacy and relevancy of the categories shall be regularly assessed and reported to the legislature and that changes in the categories shall be requested by the Commission from time to time.

a. Do broad categories (Art, Business, English, etc.) listed on the attached subsumption list provide flexibility for assignment of teachers?
Yes _____ No _____ Suggested Additions or Modifications:

b. Do the course titles listed under the various credential authorization categories provide flexibility for teacher assignments?
Yes _____ No _____ Example:

c. Are teachers and administrators aware of the subsumed subjects for each category?
Teachers: Yes _____ No _____ Administrators: Yes _____ NO _____

d. Does this subsumption policy cause a problem in the reassignment of teachers?
Yes _____ No _____ Examples:

2. Does the transfer of teachers from one level or another (elementary through high school) cause the district difficulties?
Yes _____ No _____ Examples:

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3. Do contract clauses with teacher associations cause difficulties in reassignment and transfer?

Yes _____ No _____ Comment:

4. Has the responsibility of negotiating reassignments shifted to the representative of the employee organization?

Yes _____ No _____ Comment:

5. Education Code 44263 stipulates that a teacher may be assigned to teach any single subject class by annual governing board resolution in which he or she has 18 semester hours or nine upper division or graduate course work; or a multiple subject class, if he or she holds at least 60 semester hours equally distributed among the four diversified areas set forth in section 44314.

Does the requirement of an annual resolution by the governing board cause difficulties when considering teacher reassignment under the provision of the law?

Yes _____ No _____ Comment:

6. Notwithstanding section 44258, 44263 and 44264 a governing board is not required to obtain the consent of the teacher to be assigned if the assignment is within the scope of the credential under which the teacher, if tenured, obtained tenure and if probationary, is teaching.

In the absence of the above specified qualifications, an Emergency Credential authorizing limited assignment outside the regular credential authorization may be granted in accordance with Title 5, California Administrative Code, Section 80027 upon consent of teacher and administrator and with approval of the governing board.

Is the requirement of consent by both parties (teacher and appropriate school district official) and approval of the governing board causing difficulties when considering reassignment under this administrative regulation?

Yes _____ No _____ Comment:

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7. Are students provided with adequate instruction when a teacher is teaching outside his area of specialization?
 Yes _____ No _____ Comment: _____

8. Do you find a shortage or excess of teachers in any of the following?

	<u>Shortage</u>	<u>Excess</u>
Bilingual	_____	_____
Early Childhood Education	_____	_____
Multiple Subject	_____	_____
Single Subject	_____	_____
Specify _____		

9. To provide flexibility in assignments are you requesting teachers to take examinations to add additional authorizations to their current teaching credential?
 Yes _____ No _____ Explain: _____

10. Any further comments:

APPENDIX D**TITLE 5 COMMISSION FOR TEACHER PREPARATION
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(Register 77, No. 81—12-17-77)

80004. Single Subject Teaching Credential. A Preliminary Single Subject Teaching Credential shall be issued for not more than five years following completion of the baccalaureate or higher degree and an approved program of professional preparation, but prior to completion of the fifth year of study. (a) Upon completion of the fifth year of study, and upon satisfying the Commission that the holder is otherwise qualified, the holder of the Preliminary Credential, or other applicant, shall be issued a Single Subject Teaching Credential.

(b) The Single Subject Teaching Credential shall be issued for five years.

NOTE: Authority cited: Section 44225, Education Code. Reference: Sections 44256 and 44282, Education Code.

80005. Subsumed Subjects. The statutory single subjects (Education Code Section 44282), along with the subsumed subjects are:

(a) **Agriculture.** Subsumed thereunder are: animal science, conservation, forestry, horticulture, management, mechanics, plant science, and other courses of which the content and prerequisites are related to agriculture.

(b) **Art.** Subsumed thereunder are: arts and crafts; ceramics, commercial art, costume design, crafts, design, drawing and painting, history, appreciation and theory, illustration (including cartooning), interior decoration, jewelry, leathermaking, photography, sculpture, stagecraft, and other courses of which the content and prerequisites are related to art.

(c) **Business.** Subsumed thereunder are: bookkeeping, business education, business English, business law, business machines, business mathematics, consumer problems, data processing, distributive education, economics, secretarial/stenographic, typing, and other courses of which the content and prerequisites are related to business.

(d) **English.** Subsumed thereunder are: composition, creative writing, debate, drama, forensics, humanities, journalism, language, arts, literature, play production, public speaking, newspaper staff, speech (oral communication), theater arts, writing, and other courses of which the content and prerequisites are related to English.

(e) **Languages.** Including, but not limited to, French, Spanish, Russian, German, and Chinese.

(f) **Government.** Subsumed thereunder are: American government and politics, comparative government, international politics, law, political philosophy, and other courses of which the content and prerequisites are related to government.

(g) **History.** Subsumed thereunder are: European history, United States history, world history, and other courses of which the content and prerequisites are related to history.

(h) **Home Economics.** Subsumed thereunder are: consumer mathematics, consumer problems, family life, foods and nutrition, homemaking, home management and family economics, housing, human development and the family, modern hostess, family health, personal grooming, sewing, textiles and clothing, occupational education, and other courses of which the content and prerequisites are related to home economics.

APPENDIX D (Continued)

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EDUCATION

TITLE 5

(Register 77, No. 51—12-17-77)

(i) **Industrial Arts.** Subsumed thereunder are: automotive mechanics/power mechanics, drafting, electricity, electronics, graphic arts, industrial crafts, industrial design, industrial shop mathematics, metals, plastics, radio, stagecraft, technical science/power mechanics, woods, photography, and other courses of which the content and prerequisites are related to industrial arts.

(j) **Life Science.** Subsumed thereunder are: biology, botany, general science, health science, physiology, plant science, zoology, and other courses of which the content and prerequisites are related to life science.

(k) **Mathematics.** Subsumed thereunder are: algebra, business mathematics, consumer mathematics, geometry, industrial shop mathematics, statics and probability, number systems, mathematical analysis, computer science, trigonometry, and other courses of which the content and prerequisites are related to mathematics.

(l) **Music.** Subsumed thereunder are: instrumental, theory and appreciation, vocal, and other courses of which the content and prerequisites are related to music.

(m) **Physical Education.** Subsumed thereunder are: aquatics, body dynamics, dance, gymnastics, health education, interscholastic sports, sports, and other courses of which the content and prerequisites are related to physical education.

(n) **Physical Science.** Subsumed thereunder are: astronomy, chemistry, earth science, general science, geology, physics, and other courses of which the content and prerequisites are related to physical science.

(o) **Social Science.** Subsumed thereunder are: anthropology, economics, geography, government, history, humanities/cultural studies, law, psychology, sociology, world affairs, and other courses of which the content and prerequisites are related to social science.

These titles are descriptive only and are not an exhaustive listing of courses which may be taught by holders of the credential. They are intended to indicate the teaching parameters authorized by a credential in a single subject category.

NOTE: Authority cited: Section 44223, Education Code. Reference: Sections 44256 and 44282, Education Code.

80006. Reading Instruction. Reading may be taught by Single Subject Credential holders in the context of their subject authorization (e.g. reading in social science, reading in English, reading in physical sciences). Holders of the Single Subject Teaching Credential must hold the Specialist Instruction Credential in Reading in order to teach remedial and other specialized reading courses.

NOTE: Authority cited: Section 44223, Education Code. Reference: Sections 44256 and 44282, Education Code.